



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.
“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

SKILL 10: SELF-MOTIVATION

Theoretical concept:

Self-motivation is the ability to drive oneself to achieve personal or professional goals, even in the absence of external pressure or rewards. According to Deci and Ryan (1985), self-motivation is closely linked to the concept of intrinsic motivation, which refers to the internal desire to perform a task for its inherent value rather than for external rewards.

It is a key skill in personal development as it fosters resilience, commitment, and productivity in various areas of life.

Factors influencing self-motivation:

1. Internal factors:

- Clarity of personal values.
- Resilience in the face of adversity.
- Emotional self-regulation.

2. External factors:

- An environment that fosters personal growth.
- Supportive relationships that build confidence.



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Types of Self-Motivation:

1. **Intrinsic Self-Motivation:** Originates from the enjoyment and personal satisfaction obtained from performing an activity or achieving a goal. It is driven by personal interests, passions, and values.

- Example: Practicing a sport because you enjoy it and it makes you feel good, not because you expect an external reward.

2. **Extrinsic Self-Motivation:** Is based on external rewards or the avoidance of negative consequences. It is driven by incentives such as money, recognition, or the approval of others.

- Example: Studying hard to receive good grades and obtain a scholarship.

3. **Positive Self-Motivation:** Focuses on the benefits and rewards of achieving a goal. It involves visualizing success and the positive outcomes that will be achieved.

- Example: Imagining getting a promotion and enjoying a higher standard of living as motivation to work diligently.

4. **Negative Self-Motivation:** Is driven by the desire to avoid negative consequences or fear of failure.

- Example: Working hard on a project to avoid reprimands or dismissal.





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Strategies to Develop and Maintain Self-Motivation:

- **SMART Methodology:** Define your goals in a Specific, Measurable, Achievable, Realistic, and Time-bound manner. This methodology is used to establish clear and achievable goals in any type of project or planning



<https://www.youtube.com/watch?v=yA53yhiOe04>

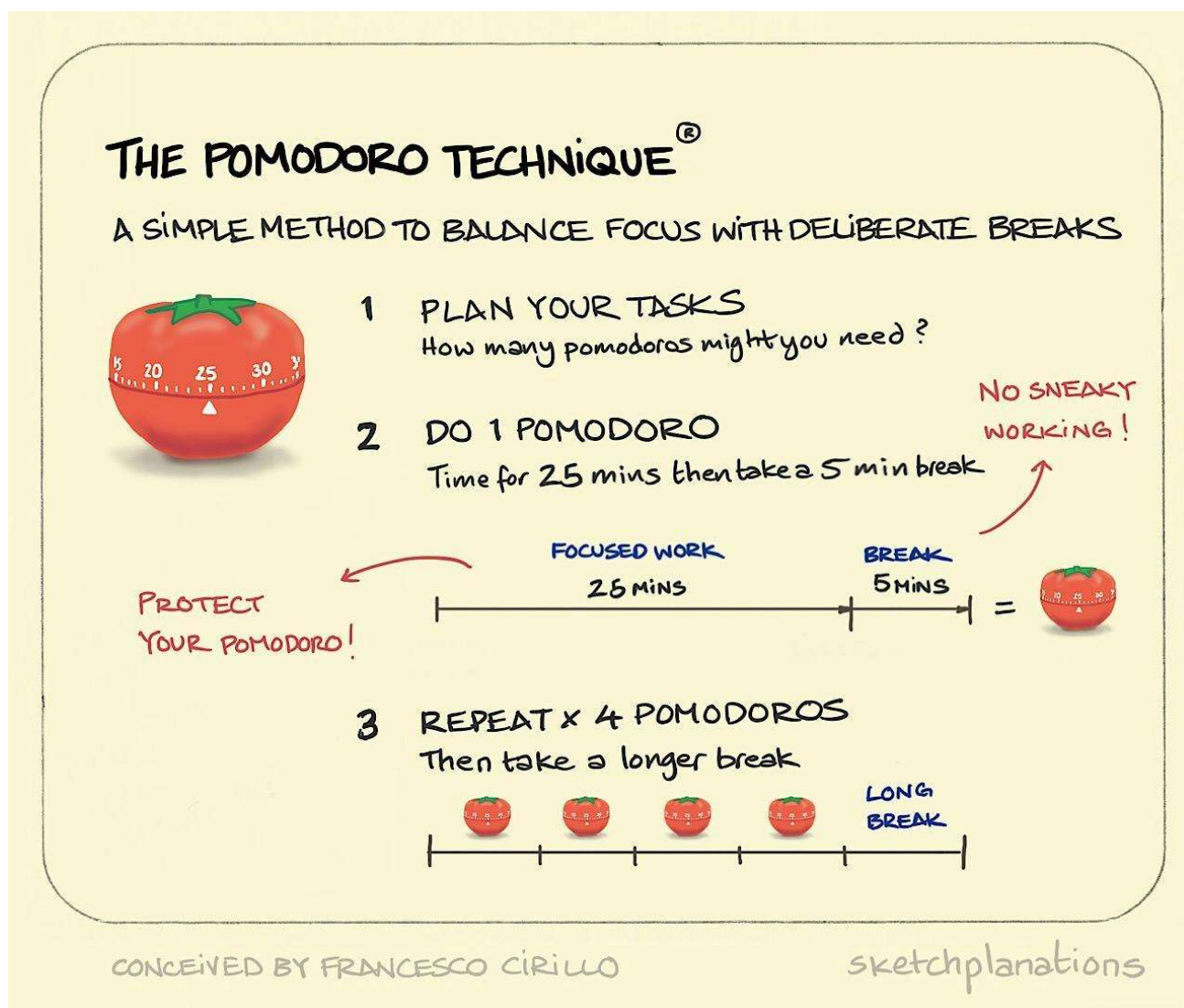




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- **Self-discipline and Time Management: Develop a daily routine and** use time management techniques such as the Pomodoro Technique



https://www.youtube.com/watch?v=1pADI_eZ_U





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The close relationship between motivation and self-motivation, according to Robbins (1999), is the ability to do things independently; however, motivation is needed to accomplish this, which can be triggered by the external world or generated internally.

The study by Hernández and Matheus proposes various strategies and workshops to enhance self-motivation in the operational staff of the Floralp Company. These strategies aim not only to improve the quality of production and services but also the professional and personal growth of employees through an integral and psychological approach. Among the strategies are:

Motivational Workshops:

- **“What does self-motivation and enthusiasm teach us?”**: Identifying personal lessons about self-motivation and enthusiasm.
- **“Do I have good self-esteem?”**: Evaluating self-esteem through reflective and personal questions.
- **“Useful advice”**: Using personal affirmations to reinforce self-motivation.
- **“Do I believe in myself?”**: Strengthening self-confidence through positive feedback interpretation.
- **“It all depends on my effort”**: Sharing actions for self-fulfillment and applicability in the company.





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Periodic Evaluations and Diagnostics:

- Organizational climate and culture evaluations every six months.
- Diagnostics of self-motivation to identify areas for improvement.

Training and Therapeutic Sessions:

- Group and individual sessions to work on self-motivation.
- Use of emotional intelligence models (Goleman's theory) and self-awareness.

References:

Hernández, Y., y Matheus, S. (2015). Estrategia para elevar la automotivación en los empleados de la empresa FLORALP. YACHANA, Revista Científica - Edición Especial, 4, 19-26.

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